

COMMITTEE ON DIVERSITY AND EQUAL OPPORTUNITY

**REPORT TO THE RIVERSIDE DIVISION
February 26, 2019**

To Be Adopted

**Proposed Changes to Charge of the Committee on Diversity and Equal Opportunity
(Bylaw 8.6, 8.6.2, 8.6.3)**

<u>PRESENT</u>	<u>PROPOSED</u>
8.6 Committee on Diversity and Equal Opportunity	8.6 Committee on Diversity, <u>Equity, and Inclusion</u>
8.6.1 This committee consists of eight members of the Division, including, the Associate Vice Chancellor for Diversity and Inclusion as non-voting ex-officio.	8.6.1 This committee consists of eight members of the Division, including, the Associate Vice Chancellor for Diversity and Inclusion as non-voting ex-officio.
8.6.2 This committee represents the Division on all matters of affirmative action and diversity in the employment of women and ethnic minorities at UCR. It monitors the campus for discriminatory employment practices, retention, and for issues involving diversity and campus climate, and, at its discretion, makes recommendations for improvement in specific practices and general policy. It further serves as a liaison between individuals experiencing problems related to affirmative action at UCR and the Division, providing, at its discretion, advice and guidance when requested.	8.6.2 This committee represents the Division on all matters of <u>diversity, equity, and inclusion</u> at UCR. It monitors the campus for discriminatory employment practices, retention, and for issues involving diversity and campus climate, and, at its discretion, makes recommendations for improvement in specific practices and general policy. It further serves as a liaison between individuals <u>having concerns</u> related to <u>diversity, equity, and inclusion</u> at UCR and the Division, providing, at its discretion, advice and guidance when requested.
8.6.3 This committee also represents the Division on all matters concerned with student affirmative action and diversity including efforts to monitor and to increase the number of students from underrepresented groups who enter undergraduate, graduate and professional programs. In this regard, the committee will promote efforts to support these students in the successful completion of their program. The committee may initiate studies and evaluations of the effects of administration and Faculty policies and practices on student affirmative action and diversity . Normally, the Chair of the divisional Committee on Diversity	8.6.3 This committee also represents the Division on all matters concerned with student <u>diversity, equity, and inclusion</u> including efforts to monitor and to increase the number of students from underrepresented groups who enter undergraduate, graduate and professional programs. In this regard, the committee will promote efforts to support these students in the successful completion of their program. The committee may initiate studies and evaluations of the effects of administration and Faculty policies and practices on student <u>diversity, equity, and inclusion</u> . Normally, the Chair of the divisional Committee on

<p>and Equal Opportunity will represent the Division on the University Committee on Affirmative Action and Diversity.</p>	<p><u>Diversity, Equity, and Inclusion</u> will represent the Division on the University Committee on Affirmative Action, Diversity, and Equity.</p>
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Statement of Purpose and Effect: The Committee on Diversity & Equal Opportunity met to discuss the current relevance of the committee name and charge, and determined them to be outdated and misleading of the committee’s broader purpose. The purpose of the proposed changes is to provide a more representative committee title and committee charge, through removal of the terms “affirmative action”, and “equal opportunity”. Broadening the charge to all underrepresented groups, and incorporating the “Equity” and “Inclusion” terms will have the effect of representing broader UCR community goals in these areas.

Approved by the Committee on Diversity & Equal Opportunity: May 24, 2018

Approvals

<p>The Committee on Rules and Jurisdiction finds the wording to be consistent with the code of the Academic Senate:</p>	<p>July 16, 2018</p>
<p>Received by Executive Council:</p>	<p>October 8, 2018</p>
<p>Riverside Division:</p>	<p>February 26, 2019</p>